

## MODERN ANTI-SLAVERY POLICY

### 1. CONTEXT

The Human Trafficking and Exploitation (Scotland) Act 2015 sets out the legal definition of modern slavery. In simple terms it is trading adults and children for the purpose of personal gain or profit. It is a violation of human rights, preying on some of the most vulnerable in society. It often involves long term exploitation and its effect on victims can be devastating.

Human trafficking and exploitation are happening in Scotland and the number of identified victims is increasing every year. Victims can be found in legitimate businesses having been trafficked via labour supply chains including those supply chains of Scottish based businesses.

The Essentia Foundation is committed to playing its part in tackling and preventing this crime. Through our choices and decisions in relation to our investments, awarding grants, choosing our suppliers and strategic partners we aim to support the prevention of human trafficking and exploitation and subsequently its adverse impact on our beneficiaries.

### 2. POLICY PRINCIPLES

- Essentia Foundation volunteers are accountable for using our resources responsibly for the purposes that are both relevant and beneficial to our mission and purpose. This includes tackling and preventing human trafficking and exploitation.
- We will monitor and comply with legislation and regulation relating to modern anti-slavery where it is relevant to Essentia Foundation's activities.
- We will require our supply chains and strategic partners to demonstrate that their modern anti-slavery policies are compatible with our own.
- We will undertake appropriate due diligence when making decisions relating to our capital investments in partnership with our investment managers to avoid investing in organisations that have been accused of either directly or indirectly (via their supply chain) of human trafficking and /or exploitation.
- We will take into consideration prevention of human trafficking and exploitation and supporting those who have been subject to human trafficking and exploitation as key elements in our assessment for grant award funding.
- Our policies and procedures will contain clauses that support our modern anti-slavery position.



### 3. REVIEWING OUR POLICY

Our Modern Anti-Slavery Policy will be reviewed every 3 years or when there are changes in legislation.

